



GETGIGSEASY

Health & Safety Policy

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To Be reviewed no later than 2nd January 2022

Health & Safety Policy

Aim of policy

It is GetGigsEasy's intention to meet its obligations under the Health and Safety at Work etc. Act 1974; which requires every employer, so far as is reasonably practicable, to ensure the health, safety and welfare at work of all its employees, and to conduct its undertaking so that persons not in their employment are not exposed to risks to their health and safety. GetGigsEasy will meet these responsibilities in a way that fulfils both the spirit and the letter of the law.

This Health and Safety Policy describes how GetGigsEasy manages the risks to the health and safety of its employees, contractors and others affected by the way it conducts its business activities. This includes the health and safety objectives, how health and safety risks are managed and the health and safety organisational structure and responsibilities.

GetGigsEasy believes that a positive health and safety culture characterised by both collective and personal ownership of health and safety matters in the workplace, supported by practical health and safety policies and commitment from the Company, will achieve high health and safety standards.

The Policy

Health and Safety Policy Statement

GetGigsEasy, as an employer, accepts responsibility for health and safety within the organisation and is committed to ensuring that these responsibilities are discharged throughout all parts of the organisation. The Company acknowledges that successful health and safety management is achieved through a number of linked components:

Health and Safety is a core management function and will be given adequate time and resources to implement both policy and arrangements successfully.

The policy and arrangements must have proactive and dynamic review in order to ensure continued success and relevance to the organisations operations.

Employees and Contractors are instrumental to the success of the health and safety system and should be both competent in health and safety relevant to their works and proactively engaged in all aspects of health and safety in order to create ownership within all employees.

GetGigsEasy is committed to achieving a measurable, progressive improvement in health and safety performance and we will work on the principle that accidents, ill health and near-miss events can be prevented and actively promote high standards by embedding a safety culture within our business that encourages everyone to work in a safe and healthy way.

Responsibility for Implementing Health and Safety

GetGigsEasy accepts the importance of clearly defined management responsibilities to implement the Health and Safety Policy & Procedures and to ensure clear accountability to achieve its health and safety objectives.

The Owner is ultimately responsible for:

All matters of health and safety across the organisation.

Ensuring that adequate arrangements are in place for the implementation, maintenance, monitoring and revision of procedures.

Ensuring that health and safety performance is regarded as an integral function of management.

Ensuring adequate resources are made available to achieve health and safety standards that are suitable, sufficient and legally compliant.

Nominating a Director to champion health and safety.

Ensuring that any decisions made reflect health and safety considerations as a key business risk.

Approve health and safety policies and arrangements ensuring the implementation of the health and safety policy & procedures

Ensure the effective planning, delivery, monitoring and review of health and safety.

Ensuring effective communications and worker involvement exist for health and safety

In addition to the above GetGigsEasy will:

Consider health and safety performance when making consultants and contractor appointments.

Employees & Contractors

Employees & Contractors (including any volunteers) will:

Ensure the implementation of the health and safety policy and procedures in their day-to-day operations. This will be demonstrated by:

Ensuring the implementation of the health and safety policy and health and safety manual in their day-to-day operations.

Ensuring suitable and sufficient risk assessments are undertaken and all employees, contractors and participants are informed of the outcomes, e.g. risks and risk control measures.

Ensuring employees, contractors and visitors are aware of safety procedures and their responsibilities in their area of control.

Establishing that all equipment, plant and substances are suitable for the task and maintained.

Providing adequate training, information, instruction and supervision;

Ensuring that all accidents and near misses are recorded and fully investigated to prevent reoccurrence of similar events.

Supporting effective worker involvement above your legal duty to consultation to improve health and safety performance.

Taking reasonable care for the health and safety of themselves and of other persons who could be affected by their acts or omissions.

Complying with the GetGigsEasy Health and Safety Policy and the Health and Safety procedures.

Not intentionally or recklessly interfering with, nor misusing, any equipment provided for the protection of their health and safety.

Ensuring the timely and accurate reporting of accidents and incidents.

Ensuring that that working practices are reviewed following accidents and incidents and initiating appropriate management actions.

Event Participants

The Terms and Conditions detailed for each event apply to all those participating. Agreeing to perform or supply services to GetGigsEasy acknowledges acceptance of these Terms and Conditions by the participant. The terms and conditions must be followed at all times. GetGigsEasy will ensure risk assessments are undertaken and these will be communicated to all participants.

Legislation and Regulation Standards

- Health and Safety at Work Act 1974
- Management of Health and Safety at Work Regulations 1999

Delivery and Monitoring

The Policy is managed by the Owner who is responsible for ensuring that staff are aware of and comply with this policy.

The policy will be reviewed at least annually unless legislative or regulatory changes require it to be reviewed earlier before this date.

Related Policies and Procedures

- Events Risk Assessment procedure
- Event Bookings Terms and Conditions